



PRESS RELEASE

SACYR'S BOARD OF DIRECTORS TO PROPOSE CORPORATE GOVERNANCE ADVANCEMENTS AND CASH DIVIDEND PAYMENT TO SHAREHOLDERS AT UPCOMING ANNUAL GENERAL MEETING

- The Annual General Meeting's agenda, to be held on June 12, includes the appointment of Pedro Sigüenza Hernández as the company's new CEO. After this, the Board will announce his appointment as CEO with competences over management and business decisions.
- Two new independent directors will join the Board: Elena Gómez del Pozuelo and María Pino Velázquez, bringing female representation on the Board to 43%.
- Independent directors will maintain 50% of the seats on the Board.
- The agenda includes the payment of a cash dividend of €0.045 per share in July and the approval of a scrip dividend.

Madrid, April 29, 2025.- The agenda for Sacyr's 2025 Annual General Meeting, to be held next June 12 on second call in Madrid, progresses the fulfillment of commitments outlined in its 2024-2027 Strategic Plan related to improved corporate governance and shareholder remuneration policy.

The AGM will vote on the appointment of **Pedro Sigüenza Hernández (Madrid, 1966)**, the current CEO of Sacyr Concesiones as the company's new CEO. Approval of this proposition will allow the Board of Directors to subsequently **appoint him as CEO**.

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The Board will also propose the **appointment of two new independent directors: Elena Gómez del Pozuelo and María Pino Velázquez**, increasing the proportion of women on the board to 43%.

Raimundo Baroja Rieu, Augusto Delkader Teig and Adriana Hoyos Vega will exit their seats of the Board.

After this reconfiguration, the proportion of **independent directors remains at 50%**.

Another proposal is to reduce the number of Board committees from four to three, in order to unify financial and non-financial information and give them the same standing. Thus, in addition to the **Executive Committee**, there will be a **Corporate Governance, Appointments and Remuneration Committee** and an **Audit and Sustainability Committee**.

With these initiatives **Sacyr continues to improve its corporate governance practices and further advances the fulfillment of the 2024-2027 Strategic Plan and the company's vision through 2033**. Company goals include pursuing profitable growth to become world leaders in transport, social and water infrastructure project development.

Cash dividend

The agenda includes the authorization to make a **cash dividend payment of €0.045 per share** to be paid **next July**. In addition, the Board proposes to execute a share capital increase charged to profits or reserves for a maximum nominal amount of €24 million for the payment of a **scrip dividend**.

This distribution of a cash dividend fulfils the commitment announced in the Strategic Plan to make **changes to the shareholder remuneration policy and to earmark at least €225 million in cash until 2027**.

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Pedro Sigüenza, new CEO

The new CEO will be responsible for the company's management and business development decisions. Chairman **Manuel Manrique Cecilia** will retain corporate, financial, and strategic competences.

Pedro Sigüenza (Madrid, 1966) **boasts an extensive 20-year career at Sacyr**, having occupied management roles across all company business units. Currently CEO of Sacyr Concesiones since February 2024, some of his previous roles were CEO of Sacyr Engineering and Infrastructure, Sacyr Industrial and Valoriza Servicios Medioambientales.

A Mining Engineering graduate from Universidad Politécnica de Madrid and École Supérieure des Mines de Nancy (France), Sigüenza started his career at Bouygues and Dragados.

Recent career milestones include his **contributions to Sacyr's entry in the US market and the company's significant growth in Italy**, through SIS, of which he is board member.

New Directors

Elena Gómez del Pozuelo is a leading entrepreneur, widely recognized for her expertise in e-commerce, the Internet, and digital marketing. She currently serves as CEO of TheFriendlyCompanies.com. She is also the Non-Executive Chair of Womenalia and a Board member at Holaluz.

María del Pino Velázquez Medina brings extensive leadership experience from roles at Accenture, A.T. Kearney, Banco Santander, and Vodafone. She also founded and led Grupo Unisono (now Intelica). Currently, she serves as an independent director for Renta 4 Banco and Repsol.

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About Sacyr

Sacyr is a **global P3 company listed on Spain's Ibex 35 index**. With activities in **more than 20 countries** around the world and a team of over **15,000 professionals**, its purpose is to move society towards a sustainable future with innovative projects that generate a positive social, economic and environmental impact for the benefit of all stakeholders.

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